

**MINUTES OF THE REGULAR MEETING OF THE
COMMON COUNCIL OF THE CITY OF JASPER, INDIANA
APRIL 18, 2012**

A meeting of the Common Council of the City of Jasper, Indiana, was held on Wednesday, April 18, 2012, in the Council Chambers of City Hall located at 610 Main Street, Jasper, Indiana.

Call to Order. Presiding Officer Mayor Terry Seitz called the meeting to order at 7:00 p.m.

Roll Call.

Clerk-Treasurer Juanita S. Boehm called the roll.

Mayor Terry Seitz	Present
Council members:	
Gregory Schnarr	Present
David Prechtel	Present
Thomas Schmidt	Present
Earl Schmitt	Present
Kevin Manley	Present
Randall Buchta	Present
Raymond Howard	Present
City Attorney William Shaneyfelt	Present
Clerk-Treasurer Juanita S. Boehm	Present

Clerk-Treasurer Boehm announced that in order to have a quorum for the meeting, a majority of the council members must be in attendance. All seven council members were in attendance; therefore, there was a quorum for the meeting.

Approval of the Minutes.

1. Mayor Seitz asked for approval of the minutes from the March 21, 2012 council meeting.

A **motion** was made by Council member David Prechtel and seconded by Council member Gregory Schnarr to accept the minutes as presented. Motion carried 7-0.

2. Mayor Seitz asked for approval of the March 21, 2012, 6:50 p.m. public hearing minutes concerning the amendment to the text in the Zoning Ordinance that changes the number of Board of Zoning Appeals members from 6 to 5.

A **motion** was made by Council member Raymond Howard and seconded by Council member Earl Schmitt to approve the minutes as published. Motion carried 7-0.

Personnel/Safety/Loss Control Director. Personnel/Safety/Loss Control Director Charles Schneider introduced Cale Knies who was appointed to serve as the Personnel/Safety/Loss Control Director effective May 1, 2012. Knies is currently serving as the Assistant Personnel/Safety/Loss Control Director. Schneider then read Knies' background information and job qualifications.

On behalf of the City of Jasper, the council members, and employees, Mayor Seitz thanked Schneider for his 18+ years of service to the community. Schneider is retiring effective April 30, 2012.

Rezoning/Ordinance No. 2012-10. Mayor Seitz said the council needs to consider the proposal from Chad and Marilyn Blessinger to rezone 8.49 acres located on the south side of County Road 500N and 2100 feet west of Kellerville Road from A-1 [Agriculture] to R-R [Rural Residential].

Thereafter, a motion was made by Council member Kevin Manley and seconded by Council member Raymond Howard to accept the proposal to rezone the property and adopt Ordinance No. 2012-10 for rezoning such property. Motion carried 7-0.

Utility Service Board. General Manager of Utilities Gerald 'Bud' Hauersperger gave a report of the regular monthly Utility Service Board meeting held on April 16, 2012. Copies of the minutes are supplied to each council member.

Hauersperger then distributed a brochure from Metronet, a company that builds fiber networks and is headquartered in Evansville, Indiana. Hauersperger said Metronet approached the City with a proposal regarding providing fiber to the homes in the City of Jasper. This would allow Metronet to sell telephone, internet and cable television packages to Jasper residents. Metronet wants to partner with the City whereby they would install fiber if the City lets them use their poles, right-of-ways, etc. at no charge and Metronet would give the City "dark" fiber in exchange. Hauersperger said he is reviewing the proposal and trying to determine a value for both parties. Hauersperger said other companies such as PSC previously showed interest in installing fiber in the City. He is going to check with other companies to see if they would like the option to work with the City on this subject.

Gas license application. Mayor Seitz said the council needs to approve the gas license application submitted by Herman A. Heinz Jr. who is employed by H.G. Heinz Inc. Heinz scored 98% on the test and answered all the mandatory questions correctly. 70% is needed to pass the test plus all the mandatory questions must be answered correctly.

A motion was made by Council member Kevin Manley and seconded by Council member Earl Schmitt to approve the gas license application submitted by Herman A. Heinz Jr. Motion carried 7-0.

JCAC. Jasper Community Arts Commission member Kendall Martin attended the meeting on behalf of the Board. He announced the upcoming performances for the various series.

Prepare transfer ordinance. Mayor Seitz asked the Council to authorize the preparation of an ordinance to transfer \$6,000 from one line item to another in the EDIT Fund for the demolition of the house at 120 Main Street. The city engineer estimates it will cost \$8,000 to \$10,000 to demolish this house. There is approximately \$4,000 remaining in the EDIT Fund for this purpose.

A motion was made by Council member Raymond Howard and seconded by Council member David Prechtel to prepare an ordinance to transfer \$6,000 from one line item to another in the EDIT Fund for the demolition of the house at 120 Main Street. Motion carried 7-0.

Undistributed COIT and EDIT money. Clerk-Treasurer Juanita Boehm reported on the underpayment of local option income taxes the City of Jasper received on April 12, 2012, from the State of Indiana via the Dubois County Auditor’s office.

	COIT (General Fund)	EDIT (EDIT Fund)
2011 Undistributed Amounts	\$300,884.82	\$229,499.82
2012 Payment for Jan. – April	\$164,331.52	\$123,726.64

As required by the State Auditor’s office, these amounts were deposited into the General Fund and EDIT Fund as indicated. The State has also recertified a new amount of COIT and EDIT dollars for 2012. The new amounts are COIT-\$1,974,506.75; EDIT-\$1,490,563.64. Previous amounts were COIT-\$1,483,909; EDIT-\$1,119,618.

Clerk-Treasurer Boehm said when preparing the 2012 budget, approximately \$950,000 had to be removed from the budgets submitted by the departments. Since it’s soon time to prepare the 2013 budget, Boehm recommended waiting to see the results of the proposed budget before spending this money.

Ordinance No. 2012-9 AN ORDINANCE AMENDING ORDINANCE NO. 1995-12, THE EMPLOYEE HANDBOOK OF THE CITY OF JASPER, INDIANA

This ordinance amends Policy 303 in the employee handbook to revise the vacation benefit schedule.

A motion was made by Council member Gregory Schnarr and seconded by Council member Thomas Schmidt to consider the ordinance for one reading only. Motion carried 7-0. Thereafter, a motion was made by Council member Randy Buchta and seconded by Council member David Prechtel to have the ordinance read by title only. Motion carried 7-0. City Attorney William Shaneyfelt so read the ordinance. Thereafter, a motion was made by Council member Kevin Manley

and seconded by Council member Earl Schmitt to pass and adopt Ordinance No. 2012-9. Motion carried 7-0.

Under discussion City Attorney William Shaneyfelt said the first and second year of employment was changed from five vacation days to ten days. The ordinance is effective January 1, 2012.

Ordinance No. 2012-11 AN ORDINANCE AMENDING ORDINANCE NO. 2002-54 [Municipal code chapter 1.15], ESTABLISHING SPECIAL GOLF COURSE FEES OF THE CITY OF JASPER, INDIANA

This ordinance amends the golf course fees to have the 'special rates' also apply during certain weather related or course conditions. This amendment was recommended by the Jasper City Park and Recreation Board.

A motion was made by Council member Gregory Schnarr and seconded by Council member Thomas Schmidt to consider the ordinance for one reading only. Motion carried 7-0. Thereafter, a motion was made by Council member Raymond Howard and seconded by Council member Kevin Manley to have the ordinance read by title only. Motion carried 7-0. City Attorney William Shaneyfelt so read the ordinance. Thereafter, a motion was made by Council member David Prechtel and seconded by Council member Kevin Manley to pass and adopt Ordinance No. 2012-11. Motion carried 7-0.

Strategic planning and leadership training initiative. *Following is a transcript of the discussion regarding the proposed leadership training.*

KEVIN MANLEY: I'll start off. I see this as two separate issues, leadership as one issue and strategic planning as another. Concerning the Leadership issue..... Mayor, you're not gonna learn anything new tonight. I've come and talked to you about everything I'm gonna say.

MAYOR: I respect that.

KEVIN MANLEY: When I first looked at the Leadership issue, I came to the Mayor and I asked, "What's the problem?" cause I wanted to understand that cause when I go out the door I want to be able to answer people as to what, why I voted for something; either for or against it, and the Mayor said, I didn't say we had a problem, and I said ok. His reply back to me was, I believe we have the best department leaders but they can be better. That was a comment and I agreed with that. I then asked if you would consider doing an assessment, some type of an assessment because we don't have a reason. I haven't seen a Gap Analysis. I don't know what the problems are or what they could be and it's a considerable amount of money. I am for leadership training. I asked the Mayor to consider moving that back for our discussions at budget time so that we could take a look and allow enough time to do an assessment so that we'll have the information we need to make a good decision based on that. That's what I discussed on

leadership. On the strategic planning side, I convinced the Mayor that everyone I talked to seemed behind that, that they believed in the Strategic Planning part portion. And the reason for that was, we have a wonderful Comprehensive Plan in place but we need a Strategic Plan to drive that, to get that all implemented. I do believe that there would be, if it were separated, it would have a chance, Strategic Planning, from my prospective anyway. The other thing with it, that I questioned was, I have some questions about Chorus. I've been involved in Leadership Development and also Strategic Planning for over 20 years. And when I looked at the cost associated with it, in my mind, it's just my opinion, it seemed very high so that prompted me to ask why we couldn't look at other providers possibly for this. I posed that question. I didn't really get a reply back. So I don't know if that's to be considered or not. But there are a lot of local vendors that don't live far from us that have been doing this for a long time, the Strategic Planning fees and also and there is Leadership that is also local as well. So, those were my concerns that I expressed and that's where I'm at on it.

MAYOR: Since you brought those up Kevin, I'll address them and it may impact some other discussion that should be had. I think as I share with you, when it comes to Strategic Planning, I think the question that I must ask is, "Who implements the strategy?" It is our people and that's where the Leadership Development component comes into play. Fundamentally, the strategy can hang out there just like the elements of the Strategic Planning, all the research that's done, the Comprehensive Plan, the Bingham Study, the AME Group Study or budgets. All those go into consideration. But we want to fully equip or I would like to see fully equipped our leaders to be able to have all the tools at their disposal to help us implement this strategy that's developed, that they've helped develop. And a leadership as part of that or as a great assessment tool, that's part of the Leadership Program. The Leadership Training includes an extraordinary assessment tool, which I'll talk a little bit more about. In relationship to your thoughts about Chorus, I don't see a lot wrong with City Leaders. In fact, I chose to appoint virtually all the existing ones in place today and that's why but that's precisely why we will benefit the most. I'm very confident that we can take that amass talent and catapult this community. I'm very confident of that. I believe in them. I said we're a good city. But fundamentally doing things, gentlemen, the way we've always done it, and those in the audience, is just really not acceptable. That's not a throwback into Mayor Schmitt, he had 20 years of good service and I applaud that. It's different times, a different Mayor. The City itself, when you go door to door campaigning and they are saying we're complacent, we could compete better. Well, I'm looking at ways we can do that. That means two things, giving us a road map to go and having our people help to get us there. I know there's been some mention of resources in the community. I know that VUJC was mentioned last Friday and I want to thank Dr. Johnson for being here. I didn't know he was going to come. He sent me an email last Friday and said

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"Dear Mayor Seitz,

I want you to know that I fully support your initiative to arrange for leadership training for City employees. I have made my career in higher public education, working in Community and Technical colleges in four states. The successful

companies and organizations that I have observed have all conducted ongoing education and training for their associates.

(the big line) Mayor saying this* They do not wait until an issue or process appears to be problematic.”

And that’s what I’m saying. While I’m not looking for trouble, I’m looking to take what we have and make it even better. That’s fundamentally it. We don’t want to wait for things to go drastically wrong. We don’t want to wait for things to have a hiccup. And we’ll always have those, cause nothing’s perfect. But that fundamentally underscores what I’ve talked about. That the critical component of the Strategic Planning overall is the Leadership Development.

I think that by denying this component, we effectively be stating that our current leaders have reached their potential. I frankly disagree. I don’t think any of us on this table or in the audience have yet to reach their potential. And underscoring all of this is really a sense of timing. I know there is some concern that you would have to explain this vote to constituents. Well, it wasn’t a secret as Mayor, I ran on this and I don’t really bring politics into this very much. But it was a campaign. Or I think you could say: you know what, people elected this guy, this guy wants to do this, we’ve already spoken. They’ve spoken very loudly when that office was put into place. I also think that concerning delaying things into a 2013 budget cycle would be detrimental and here’s why. By acting on this with current budget with money that we have and by transferring funds, just like we did, I might add, to tear down a house. We just transferred the funds which is exactly what I’m asking to do. And now we want to ask to invest them in our people, in the Strategic Planning and Leadership. It’s the same action that would take place. I think to delay of doing that in 2012, to have action, will put it to a 2013 budget year, which will mean we will have no Leadership Development of Strategic Planning until 2013. Any actions that may come from that, that might require budget, would then appear only in the 2014 budget and we’re 2 years down the road gentlemen and I don’t think that’s what the public expects based on what I have. So I’m just gonna ask you really, put the onus on me. I’ll gladly accept the mantle. I ran on this. I have very great belief in it, that it will benefit the community. So I’m just asking that part of it and if I may Mr. Manley, I’d like to talk about Chorus a bit. You have shared with me, just like Mr. Schuetter did. I should ask you though. You did conduct interviews with references and I don’t want what you said to detract from that cause I don’t think you meant to. They did well....

KEVIN MANLEY: No, I can elaborate.....

MAYOR: I don’t like to assume there’s any trouble there.

KEVIN MANLEY: I’d be more than happy to. Mr. Schuetter and I called the three references that we had and they gave rave reviews on the Strategic Planning portion. When I asked them about the Leadership portion, I said, “How did you sell that to your board and how did you get the approval for that?” All 3 of the companies that I spoke with said we had problems. We had leadership problems that needed to be addressed and it was an easy sell for us. There was a school corporation, the Indiana Chamber of Commerce, of which Mike Evans sits on the board. But he also led Chorus, was one of the references that we had. But they

spoke very highly of the Strategic Planning portion and that is one of the reasons I suggested the consideration of the separation of the two, so we could move forward on the Strategic Planning and get that going, cause I believe that everybody here supports that. We have a disagreement on whether the Leadership has to be an important portion of that. Because there is execution and there is training on execution out there as well. So, there's a lot of things but to do something without assessment and to understand what the skill gaps are, that's my biggest concern about moving forward. Again, I support the Leadership Training. I'm just saying there's an interim step that goes in there, where you make an assessment before you move forward, so that you are setting up the right train. That is my point.

MAYOR: Thank you. And I will refer again, that my point of view is, that we don't wait for the faucet to leak before we address any plumbing issues and I think that's kinda what I brought forth. Also, we have a factor that the leaders are the people. The people are the ones that will carry out the Strategy. I think this may be an apples and oranges, Kevin, and if it is then I apologize. You may talk a prior assessment before Leadership but I do want to remind those, so it's not a confusing part, what we saw in presentations in February for those here, is that the assessment of the individual department heads and the Leadership program. It is a very thorough, it's one of the reasons I chose Chorus. In addition to the familiarity I had. I'm actually trained to do the Leadership component of it. It's something I won't be doing for the City of Jasper but I could. Part of that program is a very detailed scientifically validated assessment of Leadership of the individuals. That is taking place as part of that. What is critical about that, I think, I know of no other tool of its kind. In fact there's a patent pending on it. The other factor that I think it plays in Chorus's favor, with regards, there are actually two. The one is confidentiality. I have stressed the importance that in the Leadership assessment and in the executive level of coaching one on one with our department heads that will take place, it's private, it is confidential. I do have some concerns, even with as great of professionals as we may find in our market, somebody's gonna know somebody. Somebody's gonna know somebody's family and one, there may be things that could leak out or worse. There may be some biases because, I knew Johnny's brother and he really wasn't worth a toot. Well, Chorus doesn't have that and they don't have any biases and that was important. The other part that I think is important as we go to the future was said by Mr. Evans, I think you asked him directly. Are you trying to sell us something next year? Actually, kinda quite the opposite. With the Chorus approach, it's a frame work and a foundation of, you know, we've never done this before. The good thing about it, we're discussing this now, gentlemen. And when you're hearing about this is intangible, we haven't done that. Well, I am just excited about doing something we actually can't see, feel or touch. I'm actually, frankly as Mayor, excited to be able to approach something that talks about developing our people and growing our city and moving things forward. But not everyone's gonna understand like they're gonna understand a building or a bulldozer or a track hoe. That's great. That tells me we're doing something that's not typical for Jasper. It's never been done. So I like that. But fundamentally is, we're gonna have a framework where we can do this. We don't wanna do this at one time, it's not an end all to be all. But Chorus is not demanding an annual contract.

In fact, they're consideration to us is that we'll be trained enough to be able to do one of 3 things. We got an ongoing Strategic Plan, which I will tell you if I have a Strategic Plan in 2012 and I'm still looking at the same one in 2015, I fail. We all fail. We gotta look at it annually. At what level, what point? It doesn't have to be with them. We may be able to do that ourselves and facilitate our own work. We may wanna look at somebody locally and say, how can we, how can you incorporate and now take it to the next step because we got a good foundation. And the same way with Leadership. Remember Mr. Evans said that the leaders that go through the training, the work that is gonna take place here with this, they will be equipped to look at their people in a different way to judge and help them, who the next person up is. I know we have a lot of concerns, even on the Utility side. Who's the next one up? This is part of a preparation but because it's first, it's a little different and I understand that. I just think that there is a great sense of timing and it seems very unusual to do a Strategic Plan without equipping the people that would help us greatly, the most to implement it, to go along with that and fundamentally I see that yes, we are a good city but as Dr. Johnson said: Those who, successful companies, do not wait until an issue or process appears to be problematic. They do Leadership. And thank you Dr. Johnson for the memo. I have talked to Sue Ellspermann and she also acknowledged that she had gotten a call or two and Sue's been a friend of mine for years since she was 10 year old working in her dad's jewelry store. She said there were some things she could do. Probably could look at more details and maybe come up with something but she said two things that I thought were worth sharing; and one is that, there will always be faith in the people who do the program to have the vendor that they want to and I have confidence and faith in the integrity of Chorus based on their outstanding references that you talked to. I think you understand them too. The other part is that Dr. Ellspermann said, there's never, if you look at video quoting, it's an impractical impossibility, because everyone does it differently. It's like, Dave....your golf swing is different than Ray's golf swing, and somehow it still gets to the hole. But that's where I look at that you'll never compare apples to apples. She said it would be impossible to have a quoted bid to really know what's the same no matter what the dollars are. And I thought, well, that's great. I just want to make sure that has been mentioned, that I kinda engaged both the people that have come up and at least I got that response. And be welcome to call her. So that's how I see it coming together gentlemen. And when it comes to budget, if I may, what we just approved tonight is the same request I have. We have transferred funds, approved an ordinance to be written to transfer funds of \$6,000 from one Edit Fund. It's budget, that is budgeted kinda in a generic way. I'm not sure which one we'll use for the house but we've just put \$6,000 from that fund in Edit Funds to tear down a house. I'm asking for \$33,000 to invest in our people and that's the bottom line. I see it's not new taxes, it's a transfer just like we did and I think very highly that our people are worth more than a house in Frogtown to tear down.

DAVE PRECHTEL: I might interject here. Many years ago I was in General Management too. We had some of the same concerns and cost was a big factor. Same issues, we got good employees, what can we do better? I look at it as continuing education and development for them. I think everybody, all companies go through some of this and pressure from stockholders and board. I

did use a different company and I was satisfied, it wasn't my first choice, and satisfied with what they did. But I didn't feel really good about it. Did go with another company and got some good things out of it too. You develop the program you wanna use and I think that's what we're gonna do too. I have confidence in Chorus too. I heard some good things. They've got some good local companies and it would be very hard to compare different companies. There's just no doubt about that. I've tried that. And we can get some good things out of all of them but I think we need to do this.

MAYOR: Thank you Dave. I remind you that phase one of this was done with the auspices that it was privately funded. There's no hammer over your heads, there's no coercion from me or anyone else to do the other phases. It was hopefully that they would continue. But we received private funding of about \$22,000, directly to me, at my request with this question; how would you be interested in helping me as Mayor, improve the city. But I have to look at them and say, if all ended with phase one, then I could say, this is what you've accomplished in the Strategic Planning portion that's gone in phase one and the 35 members of the community and this group that we've engaged, that would be a very good asset to me. I can either take it in a nice bundle and wrap it up and keep it in the Mayor's office and share with whom I wish or we could roll that into the other phases of the Strategic Plan. But when I have people like German American that give me permission to use my name, that they believe in this city enough to invest that kind of money and then this week Bingham Greenbaum & Doll, a company with whom we've invested a great amount and received a great amount of confidence in return. And opinions through our Utility Department said yes, use our name. This is important. That's why it's on the list gentlemen to know, to be able to share that with you. That gives me confidence. Same way as a business man, who employs about 600 people, this morning came up and asked me, "Mayor, what's going on? What can I do?" And I asked him to consider making some calls, even at this late moment and I really respect this gentleman. And they're going, they're wondering what are we hesitating; what holds us back. And that's my point of view. I think we have a great opportunity here. If I was going out as Mayor to do something absolutely ridiculous and buy a circus and take it around and call it the Jasper Circus, you could call me on this one but this one I'll stand by. Blame this one on the Mayor. I'll be glad to take it.

RANDY BUCHTA: I've been getting a lot of calls and a lot of people on the street talking to me and couple things there I'm gonna tell you they're saying is.....right away they were upset about, even though the money wasn't the City's money, you going out and hiring this company and spending the money and then assuming that you were gonna get the money from the City.

MAYOR: I did not assume that.

RANDY BUCHTA: So, that's why many people are upset and told me, don't vote.

MAYOR: I publically stated and I'll state it again Randy. There was no assumption. That's why I said I'd have to be able to look at these people that I

talked about tonight and said, this is phase one. That's all we could do, we had no other funding. I'm fully ready to do that. I would not hold a hammer over your head. But I'm telling you if somebody's aggravated that I was able to go out and get this, I guess the anger would be that they're, that I'm forcing things. Is that correct?

RANDY BUCHTA: The question is going out

MAYOR: You know what? That would be further from the truth but that's the case, I would hope that something

RANDY BUCHTA: That's what I'm telling you they're saying about that

MAYOR: With respect, it would be an incorrect and a misunderstanding that's very obvious, cause that's never been stated but I can state it tonight again. There's no coercion. Phase one was done simply meant to stand alone and I have said that. I can think of at least six different times publically, actually, let's make it eight at every meeting, January through April now and I'm sorry for the misunderstanding but I can't undo that. I'm very pleased that we had companies willing to invest in us without any consideration and also publically stating, I've never asked for in any kind of coercion matter, expectations. Just laying out we had this done. We now have other opportunities would you consider and we're still at that decision state.

RAY HOWARD: Mayor, I've not had anybody that didn't have a dog in this hunt one way or another, that has told me to support this. Had people on both sides that have called me in that situation but people that are out in the public that speak to me, they say they don't think it's needed. They think it's something that's wanted and they don't think the timing is right. They thought if it would have been later on where it was sold to the public in such a manner that people understood exactly what it was you wanted before all this came about. They thought it would have a better chance and a good chance because I think certainly Leadership is important no matter what business or no matter what you're in. But I've never had anyone except the people that, like you said, anybody that doesn't have a dog in the hunt, none of them have said support this.

MAYOR: I'm not sure I understand the term "Dog in the Hunt". But if I may...

RAY HOWARD: Well, you got people that are for it and people that are against it. People that are against it say don't, people that are for it say yes. You don't have a dog in the hunt, they tell me don't support it.

MAYOR: I think that is a very, I hear this Ray and if I may, the fact that you can't put your fingers around this. I mean gentlemen, we could put our fingers around whether we agree or disagree and we've had certainly in the last meeting when you had all the calls that you indicated for the Heidorn property. You know, but fundamentally you could capture it as well and say, well, it was a property. Here's why. This isn't intangible and we're looking at it and here's the Mayor and said the City's pretty good. Yes it is. But what I've heard and again, I will

trust and I will go back for whatever reason I had had this in my platform for six months or longer and I went door to door and I had kept hearing the words complacent, not competitive. What I'm really worried about the future, what we can do. We can't do things like we always have done. Gentlemen, this is an opportunity to not do things like we've always done. That's a pretty darned inexpensive way to do it with budget to do it. It's \$33,000 from the taxpayers' side. We have funds that are already there. No new tax dollars. We don't know that we will spend those funds in this year for any type of computer work and I want to be very cautious. There's a company's name attached to the Edit Fund's in an appropriation. I didn't release the name, it has no reflection on them. There was a line item in their study that was \$100,000 amount and I have a feeling that was probably used to be putting in here, and that's fine. That has nothing to do with the quality of their work. I would not spend \$100,000 with any company right now on technology. I think Bud is exactly where he needs to be and we kinda agree and all our people tell us we gotta look at fiber things. We may have fiber that's free more or less or with a trade. We don't know yet. It won't happen probably in this budget year. It will where we can budget this summer. I feel I'm not taking away from anything and we'll still have \$67,000 roughly in that \$100,000 line item of which we could sit there or we could transfer later. I don't know exactly, by the way, where the Frogtown money will come from. We'll talk to Juanita about that. So again, if I was asking for something unusual or felt we were undue burden, yes, I think that would be a different ballgame and I think I could've handled things better Ray, with the council than what was done previously and we're learning that. I respectfully say, I'll do a better job of communicating this and other things. The new Mayor's getting some interesting advice from IACT and others but ultimately, it's MY call on how we could've done that. I don't know how I could've done any more of a presentation to the public because it is a little bit different to understand. But you know what? They've elected you because you have an understanding of the City's needs and they trust you and I do too. You're an intelligent group of people and I know that. They've asked you to make some decisions that I think, they don't have to necessarily understand. I got a lot of heat for the Heidorn property. I also understand some of the things Mr. Schuetter had talked about that and Bud as well of the advantages. I still had some heat. Still had some concerns about it and furthermore, though we had to look out for the best of the City. I challenge any of you to tell, to say why this isn't good for the City. Even if it is a little bit difficult to explain cause we've not done it before. It is not bad and ultimately I think that's the way we just gotta look at it. As Alan said, companies do not wait; organizations do not wait for things to happen, for things to be problematic. They move forward and this is a chance, very effectively and frankly, I think reasonably to do that. And I can't wait cause each of you will participate. I think you will be extraordinary participants, along with me.

KEVIN MANLEY: I don't believe there's anybody here that said that they don't believe in Leadership Development. The only thing that I ask for was, I believe, you have to have an assessment. You can't just throw money at the wall. An assessment is all that I ask for so that we know what skill sets, what gaps that we have, what we need to work on as a team. That's the only thing I ask for. I don't want anybody to think that we don't believe in our Leadership Development,

that's not the case. It's the approach that we're taking to do this. The Strategic Planning, I bet if you had that and presented that you'd have 100% of people saying yes. I believe that.

MAYOR: And Councilmen, with all due respect to that, the assessment is part of that. But there is, I would not even want to look... and Charlie, if I may, I don't know who can assess let alone do it objectively. Let alone do it without biases. Let alone do it without acting like we're ripping or tearing someone..... I don't have those abilities and I don't know who does to assess any gaps without looking at this program which doesn't scientifically based, privately and confidentially and one on one with coaching to not only look at gaps but leveraging strengths and that is part of that. Is the coming in the right way of how you see it, Kevin. I don't have that ability and I would not want to judge any of our department heads or leaders and be able to assess what I think would be their gaps or strengths. I think I would fail them miserably and I don't know who could do that but part of this process is.....It is done. That's what they receive. I will get and you will get an aggregate report of how we are as all the leaders together what those gaps and strengths are. But I will never have, nor will I get or ever ask for and you shouldn't either, any of the confidential stuff that Cale Knies will get. That's what he needs to know, so that he can become better and with that we'll be better as a City. I would not do it and I really would hate to believe that we could somehow pull a miracle out of a hat and judge people or develop those gaps but I have a way to do that it's just gonna be confidential.

RAY HOWARD: I'll say one more thing. I was happy to see that the State screwed up with regard to their funding and to see the amount of money we're gonna get from them because it was gonna give us an opportunity to try and go back and put our departments in a better position than they were. For the last 3 years we've been whackin 'em to the tune of well over a million and a half over the last 3 years. Taken out of the budgets and things that they can do and things they can't do. I was happy to see that because I thought we're gonna be able to take every dime that we can find and to try to put them in a position where they can better serve the public. Streets..... I'm sure Raymie's got a list 2 ½ pages at least long of how far he's behind. Each year he never gets nearly enough money to do even what he asks for and I saw this as an opportunity to take every item we had that we could, look through the budget, find every piece of money, every dollar we can find in order to try to catch them up to a particular point and once we got that done, whatever was left over, then hey, let's go on and see if we can do something with Strategic Planning or Leadership. That was my thought when I saw this. I guess you could call \$800,000 a windfall. That was my thought; that is still my way of thinking. I'd still like to do that and wait until budget time til we get the guys set up as much as we can get them and as much service as we can do for the people of the City and then see where do we go from there. If there's \$33,000 left over in the pot, hey, then I'm for it but I don't see putting that in front of what we can do with the departments. And I realize when you're comparing \$33,000 to \$800,000 you may not say much but I'd like to see a department head that would like to give up \$33,000 out of their budget.

MAYOR: Thank you Mr. Howard. In all due respect, I haven't asked for any of the state's money. I haven't changed, we could use that....

RAY HOWARD: I know that. There's supposed to be \$100,000 that's in there and was set somewhere else that we could take and use because

MAYOR: And we just did tonight on that house and I think....that's right.....

RAY HOWARD: I understand that, I just told you how I felt about what we should do with the money.

MAYOR: But that's different, that's it.... But I'm not touching, at this point and if you could, if you so choose, take the, some of the latest money and do that. I would still go back to my first choice, being using existing funding which we just did tonight and transfer that. I will say also, I don't know that it's been stated publicly but I think last Wednesday I did. This particular, the Council prior to you, but the Council in 2011 budgeted a car for our Engineering Department. We did not buy that car, gentlemen, because I found another alternative to look at doing that because we have department heads including the Mayor who have chosen at their choice, not to drive the cars. We really have a group of pools or a pool car set and that's approximately \$20,000 to \$25,000 that you've appropriated in previous council I haven't spent. We also have an appropriated and salary ordinance created for an Engineer Tech. This is authorized by the 2011 council which about half the money would come from Utilities, part from Storm Water, part from Civil City. I did not fill that position also in January. We could've advertised for it but I chose not to until we see how dollars and cents worked out. But also just happens, that between time, we authorized and had discussion with Mr. Hauersperger, with Chad Hurm, with Charlie about maybe looking at what we could do internally rather than hiring another employee that you authorized. A brand new city employee, where we're gonna see if we can do that internally first. In fact, we authorized an advertisement for an internal position. So there is some savings again, this Mayor has done and I think I've done a very good job of being fiscally responsible in doing that. I would even get into the gas I've saved with the high gas prices by not driving my car. It was my choice and I'm not really doing it for any major reason other than I live a half a block away, two blocks away gentlemen. It really didn't make much sense but I'm very grateful for other city departments that's going, you know, we're not gonna do that. We're gonna use pool cars. We have saved money. I didn't do it for a Quid Pro Quo, a Tit for Tat just to exchange but I can tell you if you looked at those things you've already budgeted for alone that I haven't incorporated that I've saved, we'll call it even. Noted dollars we don't have to track, we still have to transfer but technically, I've saved approximately \$35 to \$40,000 roughly based on salary ordinance and that vehicle that you've authorized that I have utilized and I just need to state that publically. I'm very pleased with that. Not that we didn't spend it but that we looked at other alternatives, you know and that was good and I appreciate the department heads for having that kind of conversation with me. I'll go back, I think we could take that even further. Greg Krodel, a member of the Utility Service Board, said he and maybe it was Rick Stradtner, they fully expect that the Strategic Plan and Leadership part likely will find some more effective ways we

can do business as a government. How do those savings translate right now? I don't know. But I think it's going to be very, very effective and I'm very confident in that. So when it comes down to just dollars, whatever else we have had, we've had really good input. You've all had discussion points. I think I've done the best of my ability to say, if it's dollars, we've got it budgeted. If you look at dollars saved so far this year, that's what I have saved by not doing what you have authorized to do in the budget, by pulling those dollars back, I'm about equal. And I think when we looked at the Dr. Johnson and people weighing in on the importance of Leadership, the existing understanding that a lot of you think the Strategy is gonna go in place, that sounds good. But let's use our leaders to employ the strategy. Let's look at the budget that we have. Let's transfer some monies to do that. We just did that tonight, it's a simple thing. And let's get started and not wait until 2013 or 2014.

We can have comments from the public if someone would like to come forward. Thank you. I saw a hand go up. State your name please. I know it, but state it.

NANCY ECKERLE: Nancy Eckerle. 1734 Jackson Street. I'm here as a private citizen this evening and I apologize for my casual dress but I volunteer for Freedom Reins on Wednesday nights and I didn't have time to go home and change clothes. I'm here to support the Strategic Development and the Leadership Development Training Program that the Mayor is proposing to all of you. I spoke to some of you about that. I feel that it's very important, very vital to invest in our employees, to encourage them to reach their highest potential to go beyond what they've been doing. Now we have many City Department Heads that have been Department Heads for years. They're kinda used to I think, doing the same thing they've done. It's time to give them an opportunity to reach out. Think out of the box a little bit. Do some things a little bit differently. I have an example of myself. I've been in my position, where I work, for 25 years this year. You know, it's easy to just kinda do the same thing you're doing year after year. But this year, I chose to enter into an academy with my peers. You know, I could be teaching the academy this year but I chose to attend the academy because I want to do things differently. I wanna learn. I wanna develop my skills and I wanna grow and I'm encouraging you to allow our city employees to do the same thing. And that's all I wanted to say this evening. So thank you for your time.

DR. ALAN JOHNSON: Alan Johnson. I'm Dean of Vincennes University Jasper Campus and as the Mayor indicated, I indicated some support for this. I've never been a Mayor. I lead a piece of a larger organization and there are things that I can do and things I simply cannot do. In that role, some things I cannot do is tell someone to take another vacation day, change their hours of work, I have no control over how much they make in salary. I've very little control over how much raise they get and if fact, the annual raises that we've experienced, the adequate employees make a few hundredths of a percent less in annual raise than a Nobel Prize winner on my faculty, which I don't have but if I did, that would be the difference. As to what I can do is try to give the people who work at that campus challenges, opportunities and a belief that we think they can be strong. They can be better. They can do the best for everybody. And so I offer them opportunities to go to National Conferences. I offer them opportunities to

participate in Leadership programs that are done by National and Community colleges. Because, think of the message we give if we identify problems and identify gaps then tell our employees we're gonna get you some leadership training cause we need to fix you. That's a negative message. It's discouraging. But if you've read Jim Collins, the researcher who wrote "Good to Great", you invest in your people and you give them the message, I believe in you and I wanna help you do more. I wanna help you meet whatever challenges you see. I wanna help you be creative in approaching your job and making our institution stronger. And that's what the Mayor has in mind in this program. Take people, not identifying problems, not identifying gaps, but investing in them and improving their futures. Thank you.

RANDY BUCHTA: Alan, excuse me. But Vincennes University has a leadership program, is that correct?

DR. ALAN JOHNSON: We have people available for various types of leadership training, yes. My interest in this is not in selling you training from Vincennes University. It's in doing whatever we can to fit within your goals and to support the Mayor's approach because he has confidence in the company that he has chosen. I've offered our facility if appropriate, if you need space to hold classes. I've offered to help in any way we can but I'm not here to try and promote our particular programs of leadership training.

Ordinance No. 2012-6 AN ORDINANCE TO TRANSFER APPROPRIATIONS FOR THE CITY OF JASPER, INDIANA, FOR THE REMAINDER OF THE FISCAL YEAR ENDING DECEMBER 31, 2012

This ordinance transfers money from the equipment line item to the contractual services line item in the EDIT Fund for leadership training and strategic planning.

A motion was made by Council member David Prechtel and seconded by Council member Earl Schmitt to consider the ordinance for one reading only. Motion carried 4-3 with Council members Schnarr, Prechtel, Schmidt, and Schmitt voting aye while Council members Manley, Buchta, and Howard voted nay.

City Attorney William Shaneyfelt explained that the vote must be unanimous from those in attendance in order to read the ordinance one time. Since the vote was not unanimous, the ordinance will be held over and brought to the next meeting for the traditional readings.

Full time city attorney. Council member Kevin Manley asked Mayor Seitz to give an update on appointing/hiring a full time city attorney. Seitz said he wants to interview two of the applicants. One interview has been held.

ADJOURNMENT. There being no further business to come before the board, a motion was made by Council member Thomas Schmidt and seconded by Council

member Randy Buchta to adjourn the meeting. The motion carried 7-0 and the meeting adjourned at 8:38 p.m.

The minutes were hereby approved ____ with X without corrections or clarification this 23rd day of May, 2012.

Mayor Terry Seitz
Presiding Officer

Attest:

Juanita S. Boehm, Clerk-Treasurer